

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Treasury Portfolio
Budget Estimates 2014
3 June to 5 June 2014

Department/ Agency: APRA

Question: BET 228-269

Topic: Staffing - Transfers, Redundancies, Extensions

Reference: Written – 5 June 2014

Senator: Lundy

Question

228. How many people does your department/agency currently employ? Please provide a breakdown of this figure based on the following:
- a) State and Territory.
 - b) Age.
 - c) Gender.
 - d) APS Level Classification.
 - e) Contract type (ongoing or non-ongoing).
229. How many people did your department/agency employ as of 30 June 2013? Please provide a breakdown of this figure based on the following variables:
- a) State and Territory.
 - b) Age.
 - c) Gender.
 - d) APS Level Classification.
 - e) Contract type (ongoing or non-ongoing).
230. How many people did your department/agency employ as of 18 September 2013? Please provide a breakdown of this figure based on the following
- a) State and Territory.
 - b) Age.
 - c) Gender.
 - d) APS Level Classification.
 - e) Contract type (ongoing or non-ongoing).
231. Since 18 September 2013, what department/agency functions have been transferred from one state or territory to another?
232. For all functions transferred, can you please provide figures for the following:
- a) Number of staff employed before and after the transfer.
 - b) Where the function was based before and after the transfer.

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Treasury Portfolio
Budget Estimates 2014
3 June to 5 June 2014

233. For each employee transferred please provide the followings:
- a) Their age.
 - b) Their gender.
 - c) Their APS classification.
 - d) The wage of the employee before and after the transfer.
 - e) The area of the department/agency they worked in before and after their transfer.
 - f) Description of their position before and after the transfer.
 - g) The dates of their transfer.
 - h) An explanation for why the employee was transferred.
 - i) Whether they were transferred to or from Canberra.
 - j) Any costs incurred by the department/agency due to this transfer.

Redundancies

234. Since 18 September 2013, how may positions have been made redundant in your department/agency?
- a) How many of these positions were ongoing?
 - b) How many of these positions were non-ongoing?
 - c) How many of these positions were situated in the Australian Capital Territory?
235. How many of the employees filling these redundant positions were redeployed?
- a) How many of these employees were ongoing?
 - b) How many of these employees were non-ongoing?
 - c) How many of these employees were situated in the Australian Capital Territory?
236. How many of these employees were offered voluntary redundancies?
- a) How many of these employees were ongoing?
 - b) How many of these employees were non-ongoing?
 - c) How many of these employees were situated in the Australian Capital Territory?
237. How many accepted voluntary redundancies?
- a) How many of these employees were ongoing?
 - b) How many of these employees were non-ongoing?
 - c) How many of these employees were situated in the Australian Capital Territory?
238. How many employees were offered the choice between a voluntary redundancy and redeployment?
- a) How many of these employees were ongoing?
 - b) How many of these employees were non-ongoing?

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Treasury Portfolio
Budget Estimates 2014
3 June to 5 June 2014

- c) How many of these employees were situated in the Australian Capital Territory?
239. For all employees who accepted voluntary redundancies please provide the following:
- a) Their age.
 - b) Their gender.
 - c) A description of their position.
 - d) The APS classification level of their position.
 - e) Their wage.
 - f) Their contract type (non-ongoing versus ongoing).
 - g) Where they were located.
 - h) A dollar figure of their pay out and what component of that figure was paid out as
 - i) Entitlements (annual leave etc.).
 - j) The reason a voluntary redundancy was offered for their position.
 - k) Details pertaining to any other costs incurred by the department/agency because of this
 - l) Redundancy.
 - m) Please provide all relevant dates.
240. For all employees who were redeployed please provide:
- a) Their age.
 - b) Their gender.
 - c) A description of their position before and after redeployment.
 - d) The APS classification level of their position before and after redeployment.
 - e) Their wage before and after redeployment.
 - f) Contract type (non-ongoing versus ongoing) before and after redeployment.
 - g) Where they were located before and after redeployment.
 - h) Please provide the reason for the redeployment.
 - i) Please specify any other costs incurred by the department/agency because of this redeployment.
 - j) Please provide all relevant dates.
241. Since the 18 September 2013, how many employees in your department/agency have been made forcibly redundant?
- a) How many of these employees were ongoing?
 - b) How many of these employees were non-ongoing?
 - c) How many of these employees were situated in the Australian Capital Territory?

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Treasury Portfolio
Budget Estimates 2014
3 June to 5 June 2014

242. How many of these employees were offered voluntary redundancies or redeployments prior to being made forcibly redundant?
- a) How many of these employees were ongoing?
 - b) How many of these employees were non-ongoing?
 - c) How many of these employees were situated in the Australian Capital Territory?
243. For employees who were made forcibly redundant since the 18 September 2013 please provide:
- a) Their age.
 - b) Their gender.
 - c) Description of their position.
 - d) The APS classification level of their position.
 - e) Their wage at retrenchment.
 - f) Their contract type (non-ongoing versus ongoing).
 - g) Where they were located.
 - h) A dollar figure of their pay out and what component of that figure was paid out as entitlements (annual leave etc.).
 - i) The reason why the employee was made forcibly redundant.
 - j) Details pertaining to any other costs incurred by the department/agency because of this redundancy.
 - k) Please provide all relevant dates.

Extensions

244. Since the 18 September 2013 how many non-ongoing contracts has your department/agency extended?
245. How many non-ongoing contract extensions did your department/agency submit the Public Service Commission for approval?
246. How many of these extensions were approved by the Australian Public Service Commission (APSC)?
For every approved extension please provide the following details:
- a) The employee's age.
 - b) Their gender.
 - c) A description of their position.
 - d) Their APS classification level.
 - e) Their wage.
 - f) Where they are located.
 - g) Their length of continuous employment at the APS.

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Treasury Portfolio
Budget Estimates 2014
3 June to 5 June 2014

- h) The length of the approved extension.
 - i) The reason why the extension was submitted.
 - j) The reason why the extension was approved by the APSC.
 - k) Please provide all relevant dates.
247. How many of these extensions were rejected by the APSC?
248. For every rejected extension please provide the following details:
- a) The employee's age.
 - b) Their gender.
 - c) A description of their position.
 - d) Their wage.
 - e) Where they were located.
 - f) Their length of continuous employment at the APS.
 - g) The length of the extension sought by the department/agency.
 - h) The reason why the extension was submitted.
 - i) The reason why the extension was rejected by the APSC.
 - j) Please provide all relevant dates.
249. Since 18 September 2013, how many non-ongoing contracts have been extended by your department/agency without the APSC's approval?
250. For every unapproved extension please provide the following details:
- a) The employee's age.
 - b) Their gender.
 - c) A description of their position.
 - d) Their wage.
 - e) Their position's APS level classification.
 - f) Where they were located.
 - g) Their length of continuous employment at the APS.
 - h) The length of the extension granted by the department/agency.
 - i) The reason why the extension was granted.
 - j) Whether the extension was submitted to the APSC for approval and if not why the extension was not submitted for APSC approval?
 - k) The reasons why the extension was granted without the APSC's approval.
 - l) Please provide all relevant dates.
251. Since the 18 September 2013 how many non-ongoing contracts have expired without extension?

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Treasury Portfolio
Budget Estimates 2014
3 June to 5 June 2014

252. For every non-ongoing contract that has expired without extension please provide the following details:
- a) The employee's age.
 - b) Their gender.
 - c) A description of their position.
 - d) Their wage.
 - e) Their position's APS level classification.
 - f) Where they were located.
 - g) Their length of continuous employment at the APS.
 - h) The reason why the extension was not sought for their position.
 - i) Please provide all relevant dates.
253. Since the 18 September 2013 how many new employees have been engaged by your department/agency on non-ongoing contracts?
254. Since the 18 September 2013 how many a) non-ongoing and b) new non-ongoing engagements were submitted to the APSC for approval?
255. How many of these new non-ongoing engagements were approved by the APSC?
256. For every approved new engagement of a non-ongoing employee please provide the following details:
- a) Their age.
 - b) Their gender.
 - c) A description of their position.
 - d) Their wage.
 - e) Where their position is located.
 - f) Their position's APS level classification.
 - g) The length of their non-ongoing contract.
 - h) Whether their position was advertised externally.
 - i) The reason for engaging this new employee.
 - j) The reason given by the APSC for approving this engagement.
 - k) Please provide all relevant dates
257. How many of these new non-ongoing employee applications were rejected by the Public Service Commission?
258. For every rejected new engagement of a non-ongoing employee please provide the following details:
- a) Their age.

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Treasury Portfolio
Budget Estimates 2014
3 June to 5 June 2014

- b) Their gender.
 - c) A description of their position.
 - d) Where their position is located.
 - e) Their wage.
 - f) Their position's APS level classification.
 - g) The length of their non-ongoing contract.
 - h) Whether their position was advertised externally.
 - i) The reason for engaging this new employee.
 - j) The reason given by the APSC for rejecting this engagement.
 - k) Please provide all relevant dates
259. Since 18 September 2013, how many new employees have been engaged on non-ongoing contracts without the approval of the Public Service Commission?
260. For every unapproved new engagement of a non-ongoing employee please provide the following details:
- a) Their age.
 - b) Their gender.
 - c) A description of their position.
 - d) Their wage.
 - e) Where their position is located.
 - f) Their position's APS level classification.
 - g) The length of their non-ongoing contract.
 - h) Whether their position was advertised externally.
 - i) The reason for engaging this new employee.
 - j) The reason for engaging this employee without the APSC's approval.
 - k) Please provide all relevant dates
261. Since the 18 September 2013 how many new employees have been engaged by your department/agency on ongoing contracts?
262. Since the 18 September 2013 how many a) ongoing and b) new ongoing engagements were submitted to the Public Service Commission for approval?
263. How many of these new ongoing engagements were approved by the Public Service Commission?
264. For every approved new engagement of an ongoing employee please provide the following details: see end
- a) Their age.

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Treasury Portfolio
Budget Estimates 2014
3 June to 5 June 2014

- b) Their gender.
 - c) A description of their position.
 - d) Their wage.
 - e) Where their position is located.
 - f) Their position's APS level classification.
 - g) The length of their ongoing contract.
 - h) Whether their position was advertised externally.
 - i) The reason for engaging this new employee.
 - j) The reason provided by APSC for approving this engagement.
 - k) Please provide all relevant dates.
265. How many of these new ongoing employee applications were rejected by the Public Service Commission?
266. For every new ongoing engagement rejected by the Public Service Commission please provide the following details:
- a) Their age.
 - b) Their gender.
 - c) A description of their position.
 - d) Where their position is located.
 - e) Their wage.
 - f) Their position's APS level classification.
 - g) The length of their ongoing contract.
 - h) Whether their position was advertised externally.
 - i) The reason for engaging this new employee.
 - j) The reason provided by APSC for approving this engagement.
 - k) Please provide all relevant dates.
267. How many new employees have been engaged on ongoing contracts without the approval of the Public Service Commission?
268. For every ongoing employee engaged without the Public Service Commission's approval please provide the following details:
- a) Their age.
 - b) Their gender.
 - c) A description of their position.
 - d) Where their position is located.
 - e) Their wage.

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Treasury Portfolio
Budget Estimates 2014
3 June to 5 June 2014

- f) Their position's APS level classification.
- g) The length of their ongoing contract.
- h) Whether their position was advertised externally.
- i) The reason for engaging this new employee.
- j) The reason for engaging this employee without the APSC permission.
- k) Please provide all relevant dates.

Answer:

For all answers headcount has been used not fulltime equivalent (FTE) numbers.

228. The Australian Prudential Regulation Authority (APRA) engaged 634 staff at 31 May 2014. This figure is broken down into the following categories:

a) State and Territory:

Location	Number of staff
Adelaide	6
Brisbane	14
Canberra	2
Melbourne	67
Perth	5
Sydney	540
Total	634

b) Age in years by group:

Age group	Number of staff
20-25	42
26-30	92
31-35	96
36-40	96
41-45	88
46-50	91
51-55	60
56-60	45
61-65	22
Over 65	2
Total	634

c) Gender:

- Female – 278.
- Male – 356.

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Treasury Portfolio
 Budget Estimates 2014
 3 June to 5 June 2014

- d) APRA staff are engaged under the Australian Prudential Regulation Authority Act (1998) (APRA Act) at the following APRA classification levels:

APRA Level	Number of staff
Level 1	29
Level 2	114
Level 3	168
Level 4	221
Level 5	73
General Manager	21
Executive General Manager	5
Member	3
Total	634

- e) APRA creates permanent or fixed-term positions and does not use the categories ongoing and non-ongoing for its contract types:

Contract type	Number of staff
Permanent	626
Fixed-term	8
Total	634

229. As at 30 June 2013, APRA employed 632 staff by the following categories:

- a) State and Territory:

Location	Number of staff
Adelaide	6
Brisbane	14
Canberra	4
Melbourne	67
Perth	5
Sydney	536
Total	632

- b) Age in years by group:

Age group	Number of staff
20-25	46
26-30	85
31-35	101
36-40	106
41-45	88
46-50	82
51-55	57
56-60	43
61-65	22
Over 65	2
Total	632

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Treasury Portfolio
 Budget Estimates 2014
 3 June to 5 June 2014

c) Gender:

- Female – 278.
- Male – 354.

d) APRA staff are engaged under the APRA Act at the following APRA classification levels:

APRA Level	Number of staff
Level 1	32
Level 2	102
Level 3	170
Level 4	225
Level 5	75
General Manager	21
Executive General Manager	5
Member	2
Total	632

e) APRA creates permanent or fixed-term positions and does not use the categories ongoing and non-ongoing for its contract types:

Contract type	Number of staff
Permanent	621
Fixed-term	11
Total	632

230. As at 18 September 2013, APRA employed 627 staff by following categories::

a) State and Territory:

Location	Number of staff
Adelaide	6
Brisbane	14
Canberra	4
Melbourne	67
Perth	5
Sydney	531
Total	627

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Treasury Portfolio
 Budget Estimates 2014
 3 June to 5 June 2014

a) Age in years by group:

Age group	Number of staff
20-25	40
26-30	89
31-35	101
36-40	95
41-45	93
46-50	87
51-55	54
56-60	45
61-65	21
Over 65	2
Total	627

b) Gender:

- Female – 277.
- Male – 350.

c) APRA staff are engaged under the APRA Act at the following APRA classification levels:

APRA Level	Number of staff
Level 1	32
Level 2	103
Level 3	168
Level 4	221
Level 5	75
General Manager	21
Executive General Manager	4
Member	3
Total	627

d) APRA creates permanent or fixed-term positions and does not use the categories ongoing and non-ongoing for its contract types:

Contract type	Number of staff
Permanent	618
Fixed-term	9
Total	627

231. None.

232. – 233. Not applicable.

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Treasury Portfolio
Budget Estimates 2014
3 June to 5 June 2014

234. Since 18 September 2013, one position was made redundant.
- a) The one position was permanent.
 - b) APRA does not create non-ongoing positions. APRA fills roles either permanently or on a fixed-term basis.
 - c) None.
235. - 238. None.
- a) – c) Not applicable.
239. No employees were offered voluntary redundancies.
- a) – m) Not applicable.
240. No employees were redeployed.
- a) – j) Not applicable.
241. Since the 18 September 2013, one employee was made forcibly redundant.
- a) The employee made redundant was a permanent employee.
 - b) APRA does not create non-ongoing positions. APRA fills roles either permanently or on a fixed-term basis.
 - c) None.
242. None.
- a) – c) Not applicable.
243. a) -b) The person's age and gender, as it is personal information and allows the person to be identified, have not been provided to ensure compliance with the Privacy Act.
- c) HR Advisor, Pay & Benefits.
 - d) APRA staff are engaged under the APRA Act. The APRA classification level for this position was Level 2.
 - e) The person's salary, as it is personal information, has not been provided to ensure compliance with the Privacy Act.
 - f) Permanent.
 - g) Sydney.
 - h) The person's payout, as it is personal information, has not been provided to ensure compliance with the Privacy Act.
 - i) The duties of the position were excess to the requirements of the organisation.
 - j) \$6000.
 - k) The last day of duty was 30 October 2013.
244. Since the 18 September 2013 APRA has extended four fixed-term contracts.

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Treasury Portfolio
 Budget Estimates 2014
 3 June to 5 June 2014

245. Not applicable. APRA engages staff under the APRA Act and is not governed by the terms of the Public Service Act. As a result, APRA is not required to participate in the Australian Public Service Commission (APSC) approval process.

246. Refer to 245.

247. A breakdown for approved extensions is shown below:

Description	Level *	Location	Length of service	Length of extension	Reason For extension	Original contract period	Contract expiry date
Testing Analyst	3	Sydney	1 year 2 months	18 months	Additional resource required for project delivery	10/4/13 to 13/12/13	30/6/15
Program Coordinator	2	Sydney	1 year 3 months	5 months	Resource required to deliver projects up until end of financial year	18/3/13 to 14/3/14	29/8/14
Statistics Analyst	2	Sydney	7.5 months	4 years	Project Delivery	4/11/13 to 2/5/14	28/4/18
Project Manager	4	Melbourne	1 year 3.5 months	1 year	Required to deliver project work	31/1/11 to 28/2/14	28/2/15

The age, gender and salary, as it is personal information and allows the individual to be identified, have not been provided to ensure compliance with the Privacy Act. Of the four positions in the table above two were male and two were female.

* APRA staff are engaged under the APRA Act. These levels reflect APRA's classification levels.

248. - 251. None. Refer to 245.

252. One fixed-term contract has expired since the 18 September 2013 without extension.

253. Fixed-term contract expiry details:

- a) – b) The person's age and gender, as it is personal information and allows the person to be identified, have not been provided to ensure compliance with the Privacy Act.
- c) Testing Analyst;
- d) The person's salary, as it is personal information, has not been provided to ensure compliance with the Privacy Act.
- e) APRA staff are engaged under the APRA Act. The APRA classification level for this position was Level 3;
- f) Sydney;
- g) 11 months and 26 days;
- h) work was completed in the contract period; and
- i) commenced work 10 December 2012 and contract ended 6 December 2012.

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Treasury Portfolio
 Budget Estimates 2014
 3 June to 5 June 2014

254. Since the 18 September 2013 six new employees have been engaged on fixed-term contracts

255. – 256. Not Applicable. Refer to 245.

257. Details for new engagement of a fixed-term employee is shown below:

Description	Location	Level *	Length of contract (months)	Externally advertised	Reason for engaging new employee	Reason for APSC approval	Start date	Contract end date
Senior Business Analyst	Sydney	3	5	Yes	New role – required for project work	N/A	26/5/14	2/11/14
Accountant	Sydney	2	8.5	No	Maternity Leave	N/A	26/2/14	14/11/14
Statistics Administrator	Sydney	2	7	Yes	Resignation	N/A	13/1/14	22/8/14
Principal Analyst, Enforcement	Sydney	4	1.5	No	Secondment extended from ASIC for completion of project	N/A	15/5/14	4/7/14
Service Desk Analyst	Sydney	2	15.5	Yes	Staff Rotation	N/A	18/6/14	2/10/15
Testing Analyst	Sydney	3	16.5	Yes	New role	N/A	14/4/14	2/10/15

The age, gender and salary, as it is personal information and allows the individual to be identified, have not been provided to ensure compliance with the Privacy Act. Of the six positions in the table above three were male and three were female.

* APRA staff are engaged under the APRA Act. These levels reflect APRA's classification levels.

258. - 261. Not applicable. Refer to 245.

262. Since 18 September 2013, 32 new employees have been engaged on permanent contracts.

263. - 264. Not applicable. Refer to 245.

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Treasury Portfolio
Budget Estimates 2014
3 June to 5 June 2014

265. Details for approved new engagements of permanent employees is shown below:

Description	Location	Level *	Externally Advertised?	Reason for engaging new employee	Start date
Service Desk Manager	Sydney	4	Yes	Resignation	05/05/14
Service Desk Analyst	Sydney	2	Yes	Resignation	14/04/14
Senior Developer	Sydney	3	Yes	Resignation	01/04/14
Manager Life Insurance Statistics	Sydney	4	Yes	Resignation	31/03/14
Analyst, Credit Risk Analytics	Sydney	2	Yes	Promotion	03/03/14
Risk Specialist, Operational Risk	Sydney	4	Yes	Leave without pay	17/02/14
Graduate Analyst	Sydney	1	Yes	Graduate Trainee Program	03/02/14
Graduate Analyst	Sydney	1	Yes	Graduate Trainee Program	03/02/14
Graduate Analyst	Sydney	1	Yes	Graduate Trainee Program	03/02/14
Graduate Analyst	Sydney	1	Yes	Graduate Trainee Program	03/02/14
Graduate Analyst	Sydney	1	Yes	Graduate Trainee Program	03/02/14
Statistics Analyst	Sydney	2	Yes	Internal transfer	03/02/14
Graduate Analyst	Sydney	1	Yes	Graduate Trainee Program	03/02/14
Graduate Analyst	Melbourne	1	Yes	Graduate Trainee Program	03/02/14
Graduate Analyst	Sydney	1	Yes	Graduate Trainee Program	03/02/14
Graduate Analyst	Melbourne	1	Yes	Graduate Trainee Program	03/02/14
Graduate Analyst	Sydney	1	Yes	Graduate Trainee Program	03/02/14
Senior Analyst	Brisbane	3	Yes	Resignation	03/02/14
Graduate Analyst	Sydney	1	Yes	Graduate Trainee Program	03/02/14
Graduate Analyst	Sydney	1	Yes	Graduate Trainee Program	03/02/14
Graduate Analyst	Sydney	1	Yes	Graduate Trainee Program	03/02/14
Advisor Policy Development	Sydney	4	Yes	Internal staff transfer	28/01/14

Senate Economics Legislation Committee
ANSWERS TO QUESTIONS ON NOTICE
Treasury Portfolio
 Budget Estimates 2014
 3 June to 5 June 2014

Description	Location	Level *	Externally Advertised?	Reason for engaging new employee	Start date
Manager Pay & Benefits	Sydney	3	Yes	Resignation	13/01/14
Manager Statistics Systems	Sydney	4	Yes	Resignation	13/01/14
Statistics Analyst	Sydney	2	Yes	Internal rotation	16/12/13
Advisor, Policy Development	Sydney	4	No	Resource required	27/11/13
Principal Analyst Enforcement	Sydney	4	Yes	Resignation	15/11/13
Specialist ADI ITS	Sydney	4	Yes	Internal staff transfer	25/11/13
Procurement Coordinator	Sydney	2	Yes	Headcount moved from IT – new role created	11/11/13
Statistics Analyst	Sydney	2	No	Internal staff rotation	04/11/13
Manager Statistics Methodology	Sydney	4	Yes	Resignation	16/10/13
Executive General Manager SSD	Sydney	Executive General Manager	Yes	Internal promotion	13/01/14

The age, gender and salary, as it is personal information and allows the individual to be identified, have not been provided to ensure compliance with the Privacy Act. Of the 32 positions in the table above 20 were male and 12 were female.

Headcount has been used for this report not fulltime equivalent (FTE) numbers

* APRA staff are engaged under the APRA Act. These levels reflect APRA's classification levels.

266. - 269. Not applicable. Refer to 245.